

Lorenz Nienow

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PROFILE

HR Manager with a track record building high-impact solutions and improving guest satisfaction.

EXPERIENCE

Talent Acquisition Manager — Baumbach Inc (2025-04-24 - 2025-12-11)

- Rolled out benefits and L&D programs that increased retention in key teams by 21%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 186 roles across EMEA/US, reducing time-to-hire by 23%.

HR Business Partner — Prosacco and Sons (2018-04-21 - 2019-12-29)

- Rolled out benefits and L&D programs that increased retention in key teams by 21%.
- Led recruitment for 67 roles across EMEA/US, reducing time-to-hire by 34%.

SKILLS

Talent

Recruitment • Onboarding • Sourcing

Operations

Payroll Coordination • HRIS (Workday/BambooHR) • Benefits Administration

People Practices

Employee Relations

Compliance

Diversity & Inclusion • Employment Law • GDPR • Workplace Investigations

EDUCATION

MSc Human Resource Management, Beahan LLC Institute (2012)

CERTIFICATIONS

- CIPD Level 5/7
- PHR